



Diversity Inclusion Equity Resources



CAREER RESOURCES

[IMDiversity](#) – Where careers, opportunities, and diversity connect.

[Jopwell](#) – career advancement platform of Black, Latinx, and Native American students & professionals.

[National Urban League](#) – offers a large searchable job database that highlights organizations interested in diversifying their talent pool.

[National Association of Asian American Professionals](#) – helps Asian American professionals connect with one another and with resources that will help them take the next steps in their careers.

[The Society of Hispanic HR Professionals](#) – hosts monthly networking meetings, along with regular career fairs and seminars.

[State University of New York Western Consortium's Directory of Internships and Fellowships for Native Americans](#) – a resource provided on behalf of members of the Six Nations (Seneca, Cayuga, Tuscarora, Onondaga, Oneida, and Mohawk).

[Diversity Jobs](#) – connects African Americans, Asian Americans, Native Americans, Hispanic people and members of the LGBT community with companies that are known for being especially diversity-friendly.

[Diversity Inc.](#) – This website lists top employers for specialty areas such as (i.e. Asian-Americans, Blacks, Executive Women, Latinos, LGBT, People with Disabilities, Veterans,

[Human Rights Campaign Corporate Equality Index](#) – The Corporate Equality Index is a national benchmarking tool on corporate policies and practices pertinent to lesbian, gay, bisexual and transgender employees.

[African-American Career World](#) – is the recruitment link between students and professionals who are African American and the employers that seek to hire them. The publication includes career strategies, industry trends, and role-model profiles that target the African-American community.

[Black Collegian Online](#) – Career and job search site for African-American college students

[Black Equal Opportunity Employment Journal](#) – is America's leading African-American Business and Career magazine. This website provides information for African-Americans seeking opportunities in corporate America.

[IMDiversity.com- African-American Village](#) – is a network of websites, job boards, magazines and diversity resources for the African American community. Read related articles and identify employers who value diversity in the workplace.

[Hispanic Business](#) – is an independently owned publication focusing on news, trends, and information relevant to the U.S. Hispanic economy.

[Hispanic Scholarship Fund \(HSF\)](#)– believes that the country prospers when all Americans have access to the opportunities a college education can afford. As the nation’s leading Hispanic higher education fund, HSF works to address the barriers that keep many Latinos from earning a college degree.

[iHispano.com](#)– is the nation’s premier professional networking site and job board for Latinos in the United States. We serve as the premier resource for connecting aspiring and accomplished Latino professionals in a community experience that will assist them in realizing their professional and personal goals.

[Society for the Advancement of Chicanos and Native Americans in Science](#) – is a society of scientists dedicated to fostering the success of Hispanic/Chicano and Native American scientists—from college students to professionals—to attain advanced degrees, careers, and positions of leadership in science.

[The Latin American Network Information Center \(LANIC\)](#) – facilitates access to Internet-based information to, from, or on Latin America. Our target audience includes people living in Latin America, as well as those around the world who have an interest in this region.

[The League of United Latin American Citizens’](#) – mission is to advance the economic condition, educational attainment, political influence, housing, health and civil rights of the Hispanic population of the United States.

[Asian American: Career Center](#) – Goldsea Asian American Careers addresses several career-related issues, such as Choosing a Career, Career Building Strategies, Asian Heritage at Work, Jobhunting & Interviewing and Women at Work. Read these helpful articles and tips to help you in your job search. Also, check out the links for Asian-friendly employers!

[IMDiversity.com -Asian American Village](#) – is a network of websites, job boards, magazines and diversity resources for the Asian American community. Read related articles and identify employers who value diversity in the workplace.

[asianlife: Jobs, People, Community](#) – This website helps to connect Asian Americans to Jobs, People, and the Community. Find employers, groups, or individuals in your area; and attend conferences and events to extend your professional network! You can also read relevant articles and stay up-to-date with current news.

[Asia Media](#) – Learn about job opportunities, job-related resources, and additional related topics concerning the Asian American community. Asia Media offers a list of links and resources to keep you updated on current trends.

[Asia Pacific American Leadership](#) – The Conference on Asian Pacific American Leadership (CAPAL) is a charitable and educational organization dedicated to building leadership and public policy knowledge within the Asian Pacific American community. Its mission is to promote APA interests and success in public service careers, to provide information and education on policy issues affecting the APA community, and to serve the APA community at large.

[National Association of Asian American Professionals \(NAAAP\)](#) – NAAAP is a non-profit organization that cultivates, supports, and promotes Asian American leaders. Learn how to enhance your professional image through this website’s resources. Also, check out the NAAAP Career Center, which is an online community that connects Asian and minority professional talent with companies across the globe.

[American Indian Graduate Center](#) – provides fellowships for American Indian Graduate and Professional Students.

[American Indian Science and Engineering Society, \(AISES\)](#) – works to substantially increase American Indian and Alaska Native representation in science, technology, engineering, and math (STEM) fields

[Bureau of Indian Affairs](#) – provides services (directly or through contracts, grants, or compacts) to approximately 1.9 million American Indians and Alaska Natives.

[Native American Jobs](#) – is dedicated to being your link to diversity & indigenous employment, career minded individuals looking for Employment & Careers in ALL Communities, Locally and Nationwide. Diverse website includes Tribal and Non-Tribal Companies across the nation.

[Native Web Resources – Native Economy & Employment](#) – hosts job and employment links

[Native Workplace – Resources for the Native Community](#) – Programs are designed to get information into the hands of the community, to encourage the use of this site as an educational tool, and to locate training and employment for those interested.

[Society for the Advancement of Chicanos and Native Americans in Science](#)– is a society of scientists dedicated to fostering the success of Hispanic/Chicano and Native American scientists—from college students to professionals—to attain advanced degrees, careers, and positions of leadership in science.

[Links to additional diversity job sites](#) (provided by DiversityJobs.com)

INTERNSHIPS

Consider participating in one of these diversity career preparation programs and receive assistance with finding your ideal internship.

- [INROADS](#) – Internships offered in business, technology, retail mgmt, marketing, sales, and insurance
 - [SEO Career](#) – Internships offered in global corporate leadership, investment banking, sales and trading, investment research, asset mgmt, accounting/finance, information technology, philanthropy, and corporate law
 - [Management Leadership for Tomorrow \(MLT\)](#) – Offers assistance with preparation for internships and jobs in corporate America
 - [T. Howard Foundation](#) – Multimedia and entertainment Internships
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ASSESSING A COMPANY'S COMMITMENT TO DIVERSITY AND INCLUSION

Many students often wonder how to find a company that is committed to hiring a diverse workforce. Here are a few things to consider when you are assessing a company's commitment to diversity and inclusion.

Mission, Values, and Goals

- Look for diversity and inclusion in the company's mission statement, values, and goals.
- Does the company have a diversity statement on their website?
- What are the company's anti-discrimination policies

Demographics

- Do you see diversity at all levels of the company from leadership positions to entry-level positions?
- Does the company have a chief diversity officer or diversity manager?
- Is diversity represented on the company's board of directors?

Diversity Affinity Groups

- Does the company offer special interests groups for employees? Many corporations have affinity groups for their employees (i.e. Women's Group, LGBT Group, Young Professional Group, Race/Ethnic Groups). These groups offer support and members of the group may be called upon to assist the company with initiatives targeting specific populations.

Affiliations with Diversity Internship Programs

- Some companies may offer internships targeting diverse populations. Look for these opportunities with the companies that are of interest to you.
- Also, consider if the company participates in diversity internship programs such as INROADS, Sponsors for Educational Opportunity, Management Leadership for Tomorrow, and the T. Howard Foundation?

Diversity Outreach

- Many companies highlight their efforts to give back to the community. Consider whether the company's outreach efforts extend to serving diverse populations.

Civil Lawsuits

- Inquire about whether the company has had any civil lawsuits. You may contact the local Equal Employment Opportunity Commission to gather this information.
- You may also conduct an internet search and look for lawsuits involving the company.

Workplace Observations

- During your interview with the company, observe interactions among the staff and office arrangements.
- Is the office environment welcoming? How does the staff treat you?
- Does the company offer special rooms given special needs (i.e. prayer rooms, nursing rooms)?

Ask Questions

- If you are meeting with a company representative during a networking event (i.e. information session, open house), company visit, or interview, you may want to ask some questions regarding the company's culture and environment.
- You can also ask clarifying questions that provide greater insight into the information you reviewed on the company's website or your personal observations.
- What is your company's commitment to hiring a diverse workforce?
- Can you give me an example of how your company has demonstrated your commitment to diversity and inclusion?
- Describe your company's success with the advancement of underrepresented minorities within the company.